

# INFOLDER ITEM

## Preliminary Report: Emergency Permit Holders Earning Teaching Credentials in California

March 4, 2003

### Summary

The purpose of this report is to determine the number of emergency permit holders who earned a teaching credential and to determine the length of time it took to earn the credential.

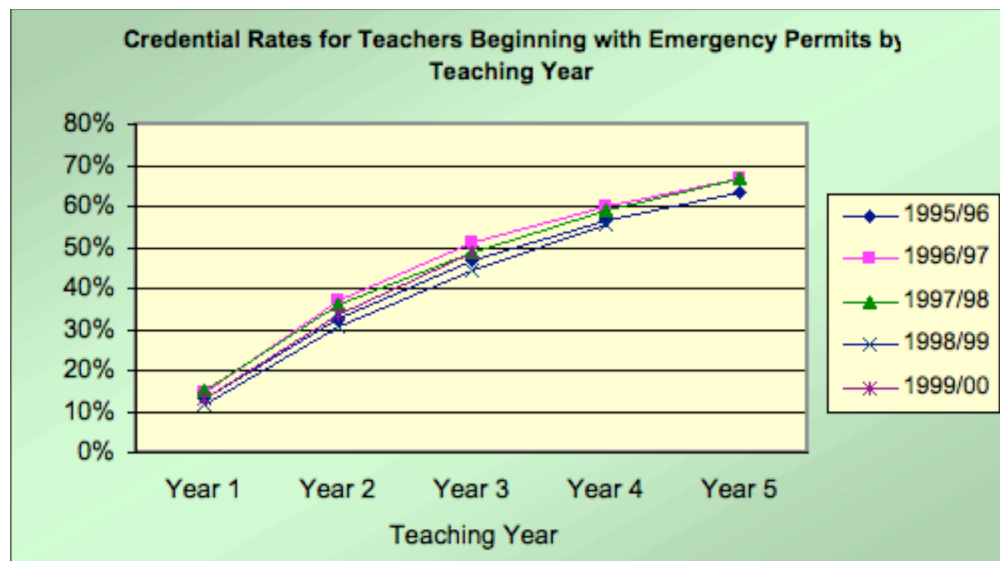
### Fiscal Impact

This research was conducted within the Certification, Assignment and Waivers Division's budget.

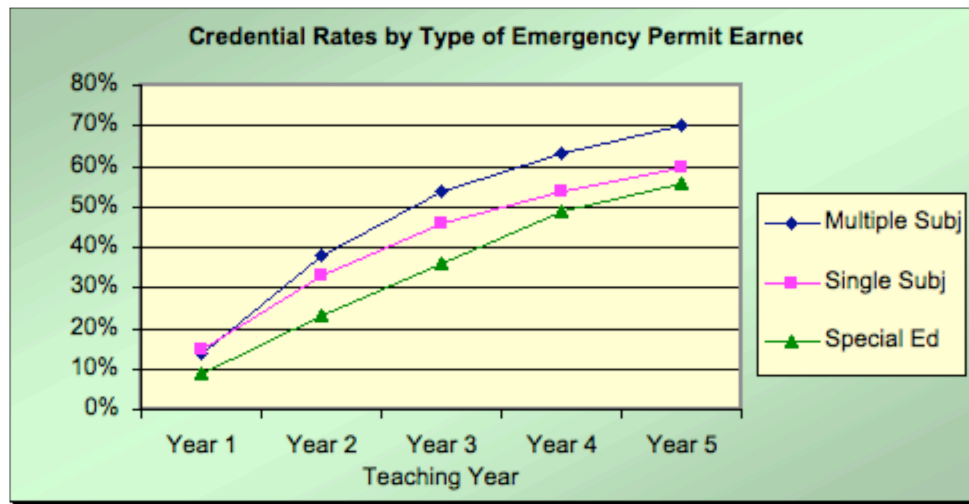
### Background

For the purpose of this report, only individual's who earned their first (or new) long-term multiple subject, single subject, and special education emergency teaching permits were included in this study. The multiple subject and single subject permit holders had not previously held a full teaching credential. Special education permit holders often held a full teaching credential in another area, because until 1998 the special education teaching credential required the individual to hold a basic teaching credential. The requirements for these emergency permits can be found in Attachment A.

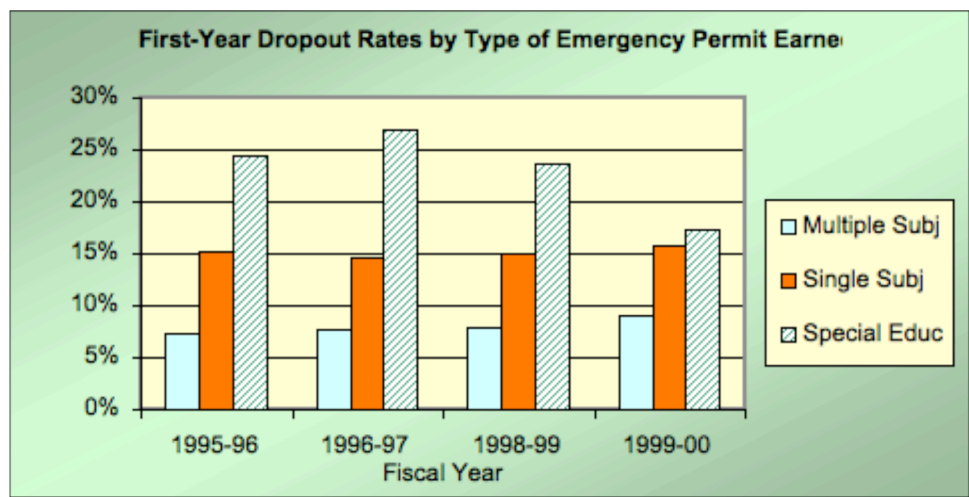
Findings of the study showed that of the 6,184 individuals who received their first long-term emergency teaching permit in fiscal year 1995-96, 3,919 (or 63%) earned a California teaching credential by the end of the five-year period. Similar percentages were found for subsequent fiscal years, contradicting the common perception that most individuals who obtain an emergency teaching permit never go on to obtain a full teaching credential.



The following table breaks out this percentage, by credential type, and verifies that of the 2,599 individuals who earned a multiple subject teaching permit in fiscal year 1995-96, 1,822 (70%) went on to earn a full teaching credential after five years. The percentage decreased to 60% for single subject teaching permit holders, and 56% for special education teaching permit holders during the same time period. Similar results were achieved for fiscal years 1996-97 and 1997-98.



The next table shows the percentage of individuals, by permit type earned, who discontinued teaching after their first year on an emergency permit. The table shows that the first-year dropout rates remained relatively steady for multiple (7-8%) and single subject (15-16%) permit holders over the four-year period. First-year dropout rates for special education permit holders tended to change much more dramatically from year to year, rising to 27% in 1996-97, the first year of class-size reduction, and decreasing to 17% in 1999-00. This decrease may be an indication that a higher percentage of individuals are remaining in special education programs.



The data in this report is helpful in determining the future supply of teachers. In 2000-2001, the last complete year of emergency permit data, the Commission issued 32,573 emergency permits. If the number of emergency permit holders earned credentials at the rate of 67%, the same that is shown for 1997-98 cohort, there is a potential of 21,824 more credential holders in 2005-06. While the information provided in this report is encouraging, a follow-up study to compare teacher employment retention rates among emergency permit holders is currently in process. As in a previous teacher retention study (October 2002) published by the California Commission on Teacher Credentialing, the Commission is working jointly with the California Employment Development Department to match an individual's credential data with their employment history. It is anticipated that this information will be provided to the Commission in the near future.

## **ATTACHMENT A**

### **Emergency Permit Requirements**

#### **Current Requirements for Emergency Permits**

Emergency permits are valid for one year and authorize the holder to provide the same service as a full teaching credential. Employers applying on behalf of individuals for any of these permits must verify that those individuals have met minimum requirements before the permits are issued. Some of these requirements are general to all types of emergency permits, while others are specific to the type of permit requested. All emergency permits require the holder to complete specific requirements while he or she holds the permit in order to be eligible for a reissuance of the emergency permit for another year.

#### **General Requirements for All Emergency Permits**

The applicant must verify that he or she possesses a baccalaureate or higher degree from a regionally accredited college or university, pass the California Basic Education Skills Test (CBEST), complete the specific requirements for the permit requested as described below, and pass a character and identification clearance.

All employing agencies requesting emergency permits are required to file a Declaration of Need for Fully Qualified Educators. This Declaration is submitted each school year prior to the Commission issuing emergency permits to individuals employed by the agency. The employing agency states on the Declaration of Need its estimate of need for each type of emergency permit. The Declaration must be approved in a public meeting of the agency's governing board. Through this process, the governing board and the public are informed of the number of individuals that the district reasonably expects to employ with emergency permits. Having the Declaration approved by the board not only informs the board of the district's shortage areas, but also allows for policy discussions such as why there is a shortage, whether it is statewide or restricted to the district, and whether the district can recruit or develop fully qualified and credentialed staff.

As a condition for employing emergency permit holders, the district must agree to provide permit holders with orientation, guidance and assistance. The orientation and training must occur prior to the individual being placed in a classroom and must include curriculum training, effective techniques of classroom instruction and effective techniques of classroom management. The emergency permit regulations also require the employing district to assign a certified and experienced educator to guide and assist the emergency permit holder. In addition, the certified and experienced educator must have at least three years of full-time classroom teaching experience. Emergency permits are valid for one year and are restricted to the district requesting the permit.

#### **Specific Requirements for Emergency Permits**

In order to qualify for an emergency permit, an applicant must meet the general requirements listed above and the requirements specific to the type of permit requested. Specific requirements are listed below by permit type:

**Multiple Subject Emergency Teaching Permit**

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
  - (a) passage of the multiple subject examination; or
  - (b) completion of at least 10 semester units of college course work in each of any four of the following subject areas: Language Studies, Literature, History, Social Science, Mathematics, Science, Humanities, Art, Physical Education and Human Development. (The fourth 10-unit area may also be a combination of any two-subject areas not previously used.)

**Single Subject Emergency Teaching Permit**

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
  - (a) passage of the examination(s) approved by the Commission to verify appropriate knowledge of the subject to be listed on the permit, or
  - (b) verification of at least 18 semester units, or nine upper division or graduate semester units of college course work in the subject to be listed on the permit.

**Emergency Education Specialist Instruction Permit**

- (1) The applicant must provide written intent to complete the requirements for reissuance of the permit during the valid period of the permit.
- (2) The applicant must verify one of the following:
  - (a) possession of a valid basic California teaching credential; or
  - (b) possession or eligibility for an out-of-state Special Education credential requiring a baccalaureate degree and preparation program; or
  - (c) a minimum of three years successful classroom experience working with Special Education students in a public or state-certified school; or
  - (d) a minimum of nine semester units in special education or in a combination of special education and regular education that are appropriate to a special education or regular education teaching credential.

**Reissuance Requirements for Emergency Permits**

For the first reissuance only, all of the following requirements must be satisfied:

- (1) the employing agency must verify that orientation, guidance and assistance have been provided,
- (2) obtain an evaluation by a Commission-accredited professional preparation institution identifying requirements the emergency permit holder must complete to be eligible for the related credential,
- (3) verify that holders of the emergency multiple or single subject teaching permits and the emergency education specialist instruction permit have completed one of the following:
  - a) take the appropriate subject matter examination(s) if the holder has not completed the subject matter knowledge requirement prior to applying for the permit, or

- b) complete at least six semester units or nine-quarter units of approved course work (with a grade of "C" or better, non-remedial) in a Commission-accredited professional preparation program or subject matter program required for issuance of the related credential. The course work must be completed after the issuance date of the emergency permit that is being reissued and prior to the requested reissue date of the permit. The appropriate college or university must verify the course work, or
- c) complete a minimum of ninety hours of professional development activities that are directly related to the subject or class authorized by the emergency permit if the applicant is employed by an employing agency with a Plan to Develop Fully Qualified Educators which has been approved by the Commission.

For all subsequent reissuances, both of the following requirements must be satisfied:

- (1) the employing agency must verify that orientation, guidance and assistance have been provided,
- (2) completion of at least six semester units or nine-quarter units of approved course work (with a grade of "C" or better, non-remedial) in a Commission-accredited professional preparation program or subject matter program required for issuance of the related credential. The appropriate college or university must verify this.

The employing agency must have on file with the Commission, an annual Declaration of Need for Fully Qualified Educators.